

**Exhibit 12**

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Message

**From:** Michael McDole [mmcdole@wayfair.com]  
**Sent:** 4/19/2019 12:12:21 AM  
**To:** Emily Forsythe [eforsythe@wayfair.com]  
**Subject:** Re: Meeting with HR  
**Attachments:** image001.png

Emily -

Completely understand. I will preliminary reach out to members of the HR Team tomorrow to see if it's possible to arrange a meeting.

Thank you.

Regards,  
Michael McDole

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**From:** Emily Forsythe  
**Sent:** Thursday, April 18, 2019 5:09:41 PM  
**To:** Michael McDole  
**Subject:** RE: Meeting with HR

Hi Mike,

Sorry I missed your call. Won't be able to talk tomorrow. I will reach out next week.

Have a good weekend,

Emily

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**From:** Michael McDole  
**Sent:** Thursday, April 18, 2019 5:32 PM  
**To:** Emily Forsythe <eforsythe@wayfair.com>  
**Subject:** Meeting with HR

Emily –

Tried to call you back. I'm following up with you on your suggestion to have a conversation with HR, Genaro, Matt, you and me.

I fully support setting something up, I think it's absolutely necessary. Let me know.

Thank you.

Regards,



MICHAEL MCDOLE  
Sr. Operations Manager

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